

Equalities Committee

Tuesday 12 September 2017 at 6.00 pm

Board Room 4 - Brent Civic Centre, Engineers Way,
Wembley HA9 0FJ

Membership:

Members

Councillors:

McLennan (Chair)
Davidson (Vice-Chair)
Harrison
Mashari
Thomas

Substitute Members

Councillors:

Conneely, Crane, Hoda-Benn and Hylton

Councillors:

Kansagra and Maurice

For further information contact: Nikolay Manov, Governance Officer
Tel:020 8937 1348; Email:nikolay.manov@brent.gov.uk

For electronic copies of minutes, reports and agendas, and to be alerted when the minutes of this meeting have been published visit:

www.brent.gov.uk/committees

The press and public are welcome to attend this meeting.

Notes for Members - Declarations of Interest:

If a Member is aware they have a Disclosable Pecuniary Interest* in an item of business, they must declare its existence and nature at the start of the meeting or when it becomes apparent and must leave the room without participating in discussion of the item.

If a Member is aware they have a Personal Interest** in an item of business, they must declare its existence and nature at the start of the meeting or when it becomes apparent.

If the Personal Interest is also a Prejudicial Interest (i.e. it affects a financial position or relates to determining of any approval, consent, licence, permission, or registration) then (unless an exception at 14(2) of the Members Code applies), after disclosing the interest to the meeting the Member must leave the room without participating in discussion of the item, except that they may first make representations, answer questions or give evidence relating to the matter, provided that the public are allowed to attend the meeting for those purposes.

***Disclosable Pecuniary Interests:**

- (a) **Employment, etc.** - Any employment, office, trade, profession or vocation carried on for profit gain.
- (b) **Sponsorship** - Any payment or other financial benefit in respect expenses in carrying out duties as a member, or of election; including from a trade union.
- (c) **Contracts** - Any current contract for goods, services or works, between the Councillors or their partner (or a body in which one has a beneficial interest) and the council.
- (d) **Land** - Any beneficial interest in land which is within the council's area.
- (e) **Licences**- Any licence to occupy land in the council's area for a month or longer.
- (f) **Corporate tenancies** - Any tenancy between the council and a body in which the Councillor or their partner have a beneficial interest.
- (g) **Securities** - Any beneficial interest in securities of a body which has a place of business or land in the council's area, if the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body or of any one class of its issued share capital.

****Personal Interests:**

The business relates to or affects:

(a) Anybody of which you are a member or in a position of general control or management, and:

- To which you are appointed by the council;
- which exercises functions of a public nature;
- which is directed is to charitable purposes;
- whose principal purposes include the influence of public opinion or policy (including a political party of trade union).

(b) The interests a of a person from whom you have received gifts or hospitality of at least £50 as a member in the municipal year;

or

A decision in relation to that business might reasonably be regarded as affecting, to a greater extent than the majority of other council tax payers, ratepayers or inhabitants of the electoral ward affected by the decision, the well-being or financial position of:

- You yourself;
- a member of your family or your friend or any person with whom you have a close association or any person or body who employs or has appointed any of these or in whom they have a beneficial interest in a class of securities exceeding the nominal value of £25,000, or any firm in which they are a partner, or any company of which they are a director
- any body of a type described in (a) above

Agenda

Introductions, if appropriate.

Item	Page
1 Apologies for absence and clarification of alternate members	
2 Declarations of interests Members are invited to declare at this stage of the meeting, any relevant disclosable pecuniary, personal or prejudicial interests in the items on this agenda.	
3 Deputations (if any) To hear any deputations received from members of the public in accordance with Standing Order 69.	
4 Minutes of the previous meeting To approve the minutes of the previous meeting as a correct record.	1 - 6
5 Matters arising (if any) To consider any matters arising from the minutes of the previous meeting.	
6 Progress update on Brent's Digital Strategy (presentation delivered on the day) Members will hear a presentation on Brent's Digital Strategy which sets out how Brent Council will ensure everyone utilises the opportunities that come with the digital age and use technology to improve the lives and life chances of all residents.	
Ward Affected: All Wards	Contact Officer: Peter Gadsdon, Director, Performance, Policy and Partnerships Tel: 020 8937 1400 Email: peter.gadsdon@brent.gov.uk
7 European Union Referendum Implications for Brent The report provides an overview of the implications of the UK's departure from the European Union. While much depends on the two-year negotiation process currently underway and the economic health of the UK (including what this will mean for EU nationals living and working in Brent, and the impact on local business), the report notes likely practical consequences to legislation which affects the council, as well as EU-funded projects.	7 - 14

Ward Affected: **Contact Officer:** Peter Gadsdon, Director,

All Wards
Performance, Policy and Partnerships
Tel: 020 8937 1400
Email: peter.gadsdon@brent.gov.uk

8 Progress report on the Council's work with Eastern European communities 15 - 28

In September 2016 Brent Council established a Task and Finish working group to look at the socio-economic barriers and challenges experienced by Eastern European communities living in Brent. The report provides a progress update and outlines the next steps on the Council's outreach work with local Eastern European communities.

Ward Affected: All Wards
Contact Officer: Andreyana Ivanova, Head of Equality
Tel: 020 8937 3154
Email: andreyana.ivanova@brent.gov.uk

9 Progress update on actions taken to address employees' feedback from Your Voice survey (presentation delivered on the day)

Members will hear a presentation providing information on actions taken to address feedback from the Your Voice Survey carried out online between 21 March - 29 April 2016.

Ward Affected: All Wards
Contact Officer: David Veale, Director of Human Resources and Organisational Development
Tel: 0208 937 4565
Email: david.veale@brent.gov.uk

10 Update on Management Development 2016/17 29 - 38

The report provides an overview of management development during 2016 and 2017. The two key programmes implemented during this period are the "Aspire" programme and the "Inspire" Middle Management Development Programme.

Ward Affected: All Wards
Contact Officer: David Veale, Director of Human Resources and Organisational Development
Tel: 0208 937 4565
Email: david.veale@brent.gov.uk

11 Progress update on Brent's 2017/18 Equality and Diversity action plan 39 - 42

The item provides the Committee with a progress update on the 2017/18 Equality and Diversity Action Plan.

Ward Affected: All Wards
Contact Officer: Andreyana Ivanova, Head of

All Wards

Equality

Tel: 020 8937 3154

Email: andreyana.ivanova@brent.gov.uk

12 Any other urgent business

Notice of items to be raised under this heading must be given in writing to the Head of Executive and Member Services or his representative before the meeting in accordance with Standing Order 64.

Date of the next meeting: Tuesday 5 December 2017



- Please remember to **SWITCH OFF** your mobile phone during the meeting.
- The meeting room is accessible by lift and seats will be provided for members of the public.